988

Area Wage Survey
Birmingham, AL
September 1988

U.S. Department of Labor
Bureau of Labor Statistics
Summary
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This summary presents results of a September 1988 survey of occupational wages and employee benefits in the Birmingham Metropolitan Statistical Area, which consists of Blount, Jefferson, St. Clair, Shelby, and Walker Counties. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 126 establishments employing 62,567 workers was selected to represent 754 establishments employing 159,867 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer operators. In addition, the maintenance, toolroom, and powerplant descriptions have been modified so that workers performing maintenance services for establishments other than their employing establishment are not automatically excluded.

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Table 1. Hourly earnings[1] of selected occupations in Birmingham, AL, September 1988

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 and over
Secretaries	1,108	9.36	8.94	7.02–10.73	–	–	–	1	17	35	61	155	87	75	53	96	78	94	32	59	80	40	62	27	26	12	18
Secretaries I	305	7.45	7.21	6.74– 8.40	–	–	–	1	15	21	21	78	37	32	27	26	36	9	–	–	–	–	–	–	–	–	–
Secretaries II	86	8.60	8.94	6.70– 9.09	–	–	–	–	–	–	–	25	–	3	3	29	11	4	–	4	9	–	–	–	–	–	–
Secretaries III	408	8.51	8.18	6.92– 9.77	–	–	–	–	2	14	40	51	49	40	18	26	19	63	15	33	24	10	2	–	1	–	1
Secretaries IV	218	12.64	13.04	11.12–13.90	–	–	–	–	–	–	–	1	1	–	2	6	3	7	12	11	38	27	60	25	13	7	5
Secretaries V	79	12.75	11.46	9.52–15.69	–	–	–	–	–	–	–	–	–	–	3	9	7	11	4	2	9	3	–	2	12	5	[3]12
Typists	98	6.08	6.34	5.19– 6.64	–	–	1	13	23	7	7	42	–	4	1	–	–	–	–	–	–	–	–	–	–	–	–
Typists I	89	6.00	6.23	5.19– 6.64	–	–	1	13	23	5	5	41	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–
Typists II	9	6.88	6.87	– –	–	–	–	–	–	2	2	1	–	3	1	–	–	–	–	–	–	–	–	–	–	–	–
Word processors	63	7.63	7.47	6.79– 7.47	–	–	–	–	1	3	1	11	32	3	2	1	2	3	1	2	–	1	–	–	–	–	–
Word processors I	25	7.17	6.79	6.71– 7.88	–	–	–	–	1	3	1	11	1	2	2	1	2	–	1	–	–	–	–	–	–	–	–
Key entry operators	616	6.94	6.84	5.80– 7.55	–	–	–	34	44	156	32	140	34	85	17	7	12	8	–	3	39	2	3	–	–	–	–
Key entry operators I	539	6.80	6.79	5.80– 7.55	–	–	–	34	43	145	25	123	30	81	13	4	1	1	–	–	39	–	–	–	–	–	–
Key entry operators II	77	7.96	7.34	6.54– 9.30	–	–	–	–	1	11	7	17	4	4	4	3	11	7	–	3	–	2	3	–	–	–	–
File clerks	290	5.14	4.90	4.25– 5.91	–	29	93	43	37	22	24	18	7	7	6	–	–	1	–	3	–	–	–	–	–	–	–
File clerks I	256	4.88	4.63	4.12– 5.19	–	29	93	43	37	12	18	18	2	–	4	–	–	–	–	3	–	–	–	–	–	–	–
File clerks II	34	7.15	7.16	5.81– 7.71	–	–	–	–	–	10	6	–	5	7	2	–	–	1	–	3	–	–	–	–	–	–	–
Messengers	9	6.25	6.24	– –	–	–	–	4	–	–	2	–	–	–	3	–	–	–	–	–	–	–	–	–	–	–	–
Switchboard operators	87	6.04	5.25	5.25– 6.73	–	–	1	11	34	–	11	13	6	3	2	5	–	1	–	–	–	–	–	–	–	–	–
Computer operators	256	8.49	8.34	6.92– 9.14	–	–	–	3	9	3	18	41	11	22	28	53	10	12	4	1	11	28	2	–	–	–	–
Computer operators I	65	7.18	6.92	6.92– 8.08	–	–	–	–	5	2	3	29	2	6	13	5	–	–	–	–	–	–	–	–	–	–	–
Computer operators II	139	8.72	8.70	7.29– 9.67	–	–	–	3	4	1	15	10	6	9	10	36	6	9	1	1	3	21	2	–	–	–	–
Computer operators III	42	9.01	8.62	7.80– 9.65	–	–	–	–	–	–	–	2	3	7	5	10	4	1	1	–	8	1	–	–	–	–	–
Computer data librarians	7	6.78	5.94	– –	–	–	–	–	1	3	1	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–	–
Drafters	330	11.00	11.33	9.66–12.40	–	–	–	–	–	–	31	2	3	6	9	7	17	13	13	19	117	37	30	12	9	3	2
Drafters II	66	10.24	10.11	9.17–11.64	–	–	–	–	–	–	–	1	2	2	4	1	15	8	2	–	31	–	–	–	–	–	–
Drafters IV	145	12.07	11.35	11.30–12.96	–	–	–	–	–	–	–	–	–	–	–	–	–	5	5	4	65	31	25	8	2	–	–
Electronics technicians	180	12.07	11.76	10.32–13.92	–	–	–	–	–	–	9	–	4	2	4	1	2	1	22	3	64	3	33	–	32	–	–
Electronics technicians I	16	6.91	6.49	6.49– 7.34	–	–	–	–	–	–	9	–	4	2	1	–	–	–	–	–	–	–	–	–	–	–	–
Maintenance carpenters	46	11.87	11.70	11.63–13.46	–	–	–	–	–	–	–	–	–	–	–	1	4	3	2	–	19	1	14	2	–	–	–
Maintenance electricians	395	10.61	11.00	8.11–11.70	–	–	–	–	–	–	–	–	–	60	60	1	26	21	–	26	115	28	18	40	–	–	–
Maintenance painters	20	10.44	11.34	8.78–11.63	–	–	–	–	–	2	–	–	–	–	2	1	1	–	2	–	9	2	1	–	–	–	–
Maintenance machinists	180	11.51	11.65	9.80–12.04	–	–	–	4	–	–	–	–	–	–	–	–	–	44	–	13	45	31	33	10	–	–	–
Maintenance mechanics (machinery)	951	9.48	8.11	7.98–11.00	–	–	–	–	–	–	–	–	–	240	266	38	56	85	4	11	163	11	6	70	1	–	–
Maintenance pipefitters	24	11.38	11.63	11.05–11.63	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	20	–	–	–	–	–	–
Motor vehicle mechanics	334	10.76	10.11	8.11–11.77	–	–	–	–	–	–	–	–	–	–	120	1	7	16	31	17	69	2	–	54	17	–	–
General maintenance workers	119	7.69	7.33	7.19– 8.50	–	–	–	4	4	2	6	8	37	22	1	13	8	4	8	1	–	–	1	–	–	–	–
Truckdrivers	2,360	8.21	6.81	6.72– 8.75	6	18	64	91	151	129	36	869	56	64	147	162	41	36	44	13	134	–	–	14	285	–	–
Truckdrivers, light truck	309	6.27	6.70	5.00– 7.00	–	–	36	5	91	2	7	68	32	1	65	2	–	–	–	–	–	–	–	–	–	–	–
Truckdrivers, medium truck	318	11.67	15.46	8.00–15.46	–	2	–	–	20	22	22	2	1	1	22	7	24	–	30	–	2	–	–	2	161	–	–
Truckdrivers, heavy truck	1,276	6.98	6.81	6.72– 6.81	6	16	28	86	40	68	2	753	23	42	42	28	14	35	14	7	72	–	–	–	–	–	–
Truckdrivers, tractor-trailer	447	10.58	8.75	8.25–15.08	–	–	–	–	–	37	5	46	–	20	18	121	3	1	–	–	60	–	–	12	124	–	–
Shipping packers	14	6.01	6.15	– –	–	–	–	–	2	1	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Material handling laborers	168	9.42	10.29	7.89–11.02	–	4	–	–	–	10	22	2	–	19	3	1	–	5	32	1	60	9	–	–	–	–	–
Forklift operators	482	7.51	7.20	6.79– 8.96	–	–	–	10	90	14	6	71	92	9	61	20	26	52	18	9	4	–	–	–	–	–	–
Guards	3,141	3.77	3.50	3.35– 3.65	1522	1083	204	106	67	32	48	14	9	20	–	2	–	28	1	5	–	–	–	–	–	–	–
Guards I	3,133	3.75	3.50	3.35– 3.65	1522	1083	204	106	67	32	48	14	7	20	–	2	–	28	–	–	–	–	–	–	–	–	–
Janitors, porters, and cleaners	2,961	4.08	3.50	3.35– 4.00	1445	735	96	104	145	57	278	26	1	3	25	2	–	24	–	–	10	–	–	10	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] Workers were distributed as follows: 5 at $17.00 to $18.00; 1 at $19.00 to $20.00; 5 at $20.00 to $21.00; and 1 at $21.00 to $22.00.

Table 2. Annual paid holidays for full-time workers in Birmingham, AL, September 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	10	[1]
In establishments providing paid holidays	90	99
Number of holidays:		
1 holiday	[1]	[1]
3 holidays	2	-
5 holidays	12	7
Plus 1 half day	[1]	[1]
6 holidays	8	30
7 holidays	9	6
Plus 1 half day	-	2
Plus 2 half days	-	1
8 holidays	18	9
Plus 1 half day	-	[1]
9 holidays	9	22
Plus 1 half day	11	3
10 holidays	7	14
11 holidays	8	3
12 holidays	5	3
Average number of paid holidays where provided (in days)	8.1	7.9

[1] Less than 0.5 percent.
Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Birmingham, AL, September 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	7	(2)
In establishments providing paid vacations	93	99
Length-of-time payment	90	99
Percentage payment	3	1
By vacation pay provisions for:[3]		
6 months of service:		
Under 1 week	8	5
1 week	8	58
Over 1 and under 2 weeks	–	6
1 year of service:		
Under 1 week	3	1
1 week	76	20
Over 1 and under 2 weeks	(2)	6
2 weeks	14	73
Over 2 and under 3 weeks	(2)	–
4 weeks	–	(2)
2 years of service:		
1 week	41	5
Over 1 and under 2 weeks	3	1
2 weeks	49	94
Over 2 and under 3 weeks	(2)	(2)
Over 3 and under 4 weeks	(2)	–
4 weeks	–	(2)
3 years of service:		
1 week	4	1
2 weeks	84	98
Over 2 and under 3 weeks	3	1
3 weeks	3	(2)
Over 3 and under 4 weeks	(2)	–
4 weeks	–	(2)
5 years of service:		
1 week	1	(2)
2 weeks	75	84
Over 2 and under 3 weeks	5	2
3 weeks	12	13
Over 3 and under 4 weeks	(2)	–
5 weeks	–	(2)
10 years of service:		
1 week	1	(2)
2 weeks	21	6
Over 2 and under 3 weeks	(2)	(2)
3 weeks	64	87
Over 3 and under 4 weeks	5	2
4 weeks	2	4
Over 4 and under 5 weeks	(2)	–
6 weeks	–	(2)
15 years of service:		
1 week	1	(2)
2 weeks	18	5
Over 2 and under 3 weeks	(2)	(2)
3 weeks	45	54
Over 3 and under 4 weeks	7	4
4 weeks	22	33
Over 4 and under 5 weeks	(2)	(2)
5 weeks	–	3
6 weeks	(2)	(2)
20 years of service:		
1 week	1	(2)
2 weeks	18	4
3 weeks	30	31
Over 3 and under 4 weeks	3	2
20 years of service: –Continued		
4 weeks	32	56
Over 4 and under 5 weeks	1	–
5 weeks	9	7
Over 5 and under 6 weeks	(2)	(2)
6 weeks	–	(2)
7 weeks	(2)	–
25 years of service:		
1 week	1	(2)
2 weeks	18	4
3 weeks	25	30
Over 3 and under 4 weeks	3	1
4 weeks	28	41
Over 4 and under 5 weeks	–	(2)
5 weeks	14	21
Over 5 and under 6 weeks	1	(2)
6 weeks	4	2
7 weeks	(2)	–
30 years of service:		
1 week	1	(2)
2 weeks	18	4
3 weeks	25	30
Over 3 and under 4 weeks	3	1
4 weeks	26	40
Over 4 and under 5 weeks	–	(2)
5 weeks	14	21
Over 5 and under 6 weeks	1	(2)
6 weeks	6	3
7 weeks	(2)	–
Maximum vacation available:		
1 week	1	(2)
2 weeks	18	4
3 weeks	25	30
Over 3 and under 4 weeks	3	1
4 weeks	26	40
Over 4 and under 5 weeks	–	(2)
5 weeks	14	21
Over 5 and under 6 weeks	1	(2)
6 weeks	6	3
7 weeks	(2)	–

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Less than 0.5 percent.

[3] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Birmingham, AL, September 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	92	99
Life insurance	90	99
Noncontributory plans	77	79
Accidental death and dismemberment insurance	66	71
Noncontributory plans	55	62
Sickness and accident insurance or sick leave or both	63	95
Sickness and accident insurance	41	29
Noncontributory plans	36	25
Sick leave (full pay and no waiting period)	24	78
Sick leave (partial pay or waiting period)	7	12
Long-term disability insurance	16	54
Noncontributory plans	12	38
Hospitalization, surgical, and medical insurance	83	98
Noncontributory plans	47	40
Health maintenance organizations	15	19
Noncontributory plans	10	10
Dental care	38	45
Noncontributory plans	27	28
Vision care	16	15
Noncontributory plans	13	11
Alcohol and drug abuse treatment	57	68
Noncontributory plans	34	30
Hearing care	8	2
Noncontributory plans	8	2
Retirement plans	70	91
Noncontributory plans	48	83
Pension	53	87
Noncontributory plans	45	82
Lump sum	29	19
Noncontributory plans	10	5
Other	(2)	3
Noncontributory plans	-	-

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

[2] Less than 0.5 percent.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Birmingham, AL,[1] September 1988

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	754	126	159,867	100	76,594	25,509	62,567
Manufacturing	50	202	24	44,949	28	35,312	3,344	14,377
Nonmanufacturing[5]	50	552	102	114,918	72	41,282	22,165	48,190

[1] The Birmingham Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Blount, Jefferson, St. Clair, Shelby, and Walker Counties. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

Alaska (statewide)
Albany, GA
Albany-Schenectady-Troy, NY
Albuquerque, NM
Alexandria-Leesville, LA
Alpena-Standish-Tawas City, MI
Ann Arbor, MI
Asheville, NC
Atlantic City, NJ
Augusta, GA-SC
Austin, TX[1]
Bakersfield, CA
Baton Rouge, LA
Battle Creek, MI
Beaumont-Port Arthur and Lake Charles, TX-LA
Biloxi-Gulfport and Pascagoula-Moss Point, MS
Binghamton, NY
Birmingham, AL
Bloomington-Vincennes, IN
Bremerton-Shelton, WA
Brunswick, GA
Cedar Rapids, IA
Champaign-Urbana-Rantoul, IL[1]
Charleston, SC[1]
Chattanooga, TN-GA
Cheyenne, WY
Clarksville-Hopkinsville, TN-KY
Colorado Springs, CO
Columbia-Sumter, SC
Columbus, GA-AL
Columbus, MS
Connecticut (statewide)
Dayton-Springfield, OH
Daytona Beach, FL
Decatur, IL[1]
Des Moines, IA
Dothan, AL
Duluth, MN-WI
El Paso-Las Cruces-Alamogordo, TX-NM
Eugene-Springfield-Medford-Roseburg-Klamath Falls-Grants Pass, OR
Fayetteville, NC
Fort Lauderdale-Hollywood-Pompano Beach and West Palm Beach-Boca Raton-Delray Beach, FL
Fort Smith, AR-OK
Fort Wayne, IN
Gadsden and Anniston, AL
Goldsboro, NC
Grand Island-Hastings, NE
Green Bay, WI[2]
Greensboro-Winston-Salem-High Point, NC[2]
Greenville-Spartanburg, SC
Harrisburg-Lebanon-Carlisle, PA
Jacksonville, FL
Knoxville, TN
LaCrosse-Sparta, WI
Laredo, TX
Las Vegas-Tonopah, NV
Lexington-Fayette, KY
Lima, OH
Little Rock-North Little Rock, AR
Logansport-Peru, IN
Lorain-Elyria, OH
Lower Eastern Shore, MD-VA-DE
Macon, GA
Madison, WI
Maine (statewide)
Manhattan-Junction City, KS
Mansfield, OH
McAllen-Edinburg-Mission and Brownsville-Harlingen, TX
Melbourne-Titusville-Palm Bay, FL
Meridian, MS
Montana (statewide)
Montgomery, AL
Nashville, TN
New Bern-Jacksonville, NC
New Hampshire (statewide)
Norfolk-Virginia Beach-Newport News, VA
North Dakota (statewide)
Northern New York
Northwest Texas
Northwestern Florida
Oklahoma City, OK
Orlando, FL[1]
Oxnard-Ventura, CA
Peoria, IL
Pine Bluff, AR
Portsmouth-Chillicothe-Gallipolis, OH
Poughkeepsie-Orange County-Kingston, NY
Providence, RI
Pueblo, CO
Puerto Rico
Raleigh-Durham, NC
Reno, NV
Riverside-San Bernardino, CA[1]
Salina, KS
Salinas-Seaside-Monterey, CA
Sandusky, OH
Santa Barbara-Santa Maria-Lompoc, CA
Savannah, GA
Selma, AL
Sherman-Denison, TX
Southeastern Massachusetts
South Dakota (statewide)
Southwest Virginia
Spokane, WA
Springfield, IL
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[1] In 1988, this area is scheduled to be surveyed under the Bureau's regular area wage survey program. See inside back cover.

[2] Scheduled to be surveyed in this program for the first time in 1988. In 1986, the area was surveyed under the Bureau's regular area wage survey program. See inside back cover.

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